

National Oceanic and Atmospheric Administration Mail

Secretary Penny Pritzker <The_Secretary@doc.gov> Wed, May 4, 2016 at 1:11 PM

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Dear Commerce Team:

The Department of Commerce is a leading force for economic growth. We foster the conditions for economic growth and opportunity by promoting innovation, entrepreneurship, market development, and commercialization. We also promote trade and commercial diplomacy and encourage cutting-edge scientific understanding of economic, social, and environmental systems. We remain stewards of our environment in promoting economically sound blue and green businesses.

In a global and diverse economy, we embrace the principles of diversity and inclusion as we recruit, develop, and retain a high-performing workforce that truly reflects the face of our Nation as a whole and that has the critical skills necessary for mission success. We recognize that, in order to achieve greatness as a Department and as a Nation, we must practice our principles of mutual respect for all. Our commitment to the following principles will enhance our ability to carry out the mission of the Department:

The Department of Commerce does not tolerate discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin, age (40 years of age and over), genetic information, or disability (physical or mental), including the provision of reasonable accommodations for qualified applicants and employees with disabilities or genetic information. Retaliation against those who initiate discrimination complaints, serve as witnesses, or otherwise oppose discrimination and harassment is strictly prohibited.

These protections encompass all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, and training and career-development programs. Commerce managers and supervisors are responsible for preventing, documenting, and promptly correcting harassing conduct in the workplace.

We seek to resolve workplace conflicts in a prompt, impartial, confidential, nondiscriminatory, and constructive manner, and without fear of reprisal. We encourage all Commerce employees to use the Alternative Dispute Resolution Program as a valuable tool in resolving Equal Employment Opportunity disputes.

Mutual respect for all and adherence to the principles of equal employment opportunity are not only bedrock principles of our country, but they also undergird the success of American business and good Government. We expect all managers, supervisors, and employees to carry out their duties according to the principles of this policy.

Penny Pritzker

U.S. Secretary of Commerce